



Published weekly for employees of Lawrence Livermore National Laboratory

Friday, February 13, 2004

Vol. 29, No. 6

Branscomb named AD for BBRP

Elbert Branscomb, the chief scientist for the Department of Energy's Genome Program and the former director of the Joint Genome Institute in Walnut Creek was selected earlier this week as the new associate director for Biology and Biotechnology Research.

The appointment is effective immediately. Branscomb will replace Bert Weinstein, who has served as acting associate director for the directorate since 2000.

"Elbert's background as a physicist, biomedical scientist and as the former director of the DOE Joint Genome Institute (JGI) will help position our laboratory effectively for the new bioscience revolution," Laboratory Director Michael Anastasio said. "He has strong ties to many external scientific organizations and is extremely well-respected. I look forward to having him on my management team."

"I would also like to take this opportunity to



Elbert Branscomb was selected as the new associate director for Biology and Biotechnology Research.

thank Bert Weinstein for his leadership these past few years. Through his dedication, we were able to significantly expand our role in biodefense, continue our role with JGI and join with the University of California, Davis in the National Institute of Health's Joint Cancer Center and with the National Science Foundation's Center for Biophotonics."

As associate director, Branscomb will be responsible for developing and managing a diverse portfolio of highly interdisciplinary research and technology development programs in bioscience, biotechnology and biomedicine — including research in genomics, proteomics, molecular and structural biology, disease susceptibility and prevention, computational biology and microbial biology. He will supervise approximately 325 employees.

See **BRANSCOMB**, page 4

100 series restructure brings equity and consistency across Lab directorates

The Laboratory will unveil a new compensation program for the 100 series job classifications, providing greater equity and consistency across all directorates.

The project dates back to February 2003, when Director Michael Anastasio announced during his all-hands meeting his intention to restructure the 100 series job classifications.

As Anastasio explained at the time, the reason for undertaking this restructure is to create a compensation program for Administrative and Specialist (A&S) jobs that is consistent across directorates, market competitive and internally equitable. The end result of this process will be an entirely new program that identifies career paths within job series with pay ranges that more accurately reflect the external market.

The program will be initially applied to all 100 series classifications except 196, 197 and 175, which will be evaluated as part of a management review later this year. No employee salaries will be reduced and anyone paid above the top of their new pay range will be eligible for lump sum merits during the annual salary review.

Over the past year, the Compensation Division, in collaboration with representatives from each directorate, a team from the human resources consulting firm, Watson Wyatt Worldwide, and more than 75

See **COMPENSATION**, page 7

AD Den Fisher announces he will retire from the Lab in June after 33-year career

Associate Director for Safety and Environmental Protection Den Fisher announced this week that he will retire in June.

In the course of a career spanning more than 33 years, Fisher has held a variety of leadership positions in Engineering and Laboratory operations. Prior to his current position, he served as associate director for Safety, Security and

See **FISHER**, page 3

RadScout earns the Lab a federal consortium award

By Charles Osolin
NEWSLINE STAFF WRITER

A unique public-private partnership that helped speed critical homeland security technology to the marketplace has received a 2004 "Excellence in Technology Transfer" award from the Federal Laboratory

See **AWARD**, page 8

General briefing



JACQUELINE MCBRIDE/NEWSLINE

General Ralph Eberhart, commander of the U.S. Northern Command (left foreground), is briefed on BioWatch technology by Lab scientist Dennis Imbro (far right). From left to right in the back are Sgt. Major Scott Frye, an aide to the general, Michael Anastasio, Harry Vantine and Wayne Shotts.



DDLS to look at shuttle disaster

— Page 3



Daffodil Days campaign in bloom

— Page 5



Nature gets in the zone

— Page 8



LAB COMMUNITY NEWS

Weekly Calendar

Technical Meeting Calendar, page 4

Saturday
14

The **Alameda County Cattewomen** will hold a Valentine's Day dinner and dance today at Veterans Hall, Livermore. The event will feature a steak dinner, live music and dancing. For more information, call 455-1262.

Wednesday
17

Get the lowdown on low fat and low carb diets today at 11:30 a.m. in the Bldg. 361 auditorium as Phil Arzino, the Health Services Department's Health Promotion manager, and Bill Pereira, an HSD physician and editorial board member of the *UC Berkeley Wellness Letter*, discuss **"Losing Weight—Making Sense of the Low Carb vs. Low Fat Controversy."** The talk is sponsored by the Safety and Environmental Protection Directorate as part of Healthy Heart Month.

Thursday
19

The Association of Black Laboratory Employees (ABLE) will sponsor a **health fair** today "Make A Healthy Choice" from noon to 1 p.m. in Bldg. 361, room 1155. Health Services will provide information on various health issues and be available to answer questions. Free blood pressure testing will be conducted.

UP
&
COMING

Authors of 2004 R&D 100 Awards entries are reminded to initiate the IM Review & Release process of their final drafts this year, as well as sending a copy to IPAC, in early to mid February. Applicable videos, CDs and/or photos must be included for approval. Final bound entry packages are due to Lisa Chartrand by Monday, Feb. 23. For more information, go to the IPAC R&D 100 Award Website <http://www-r.llnl.gov/IPandC/emp/> or contact Lisa Chartrand, 2-2297, chartrand1@llnl.gov.

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Join the **LLNL retirees travel slide group** as it features "Colonial Mexico's Day of the Dead" video hosted by David and Barbara Edwards at 2 p.m. on Tuesday, Feb. 24, at the Livermore Library meeting room. The group meets on the fourth Tuesday of the month. Next month features a trip to Southeast Asia. For more information, contact Margy Odell at 449-7262.

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The Benefits Office is offering a workshop on the fundamental principals of investing titled, **"Basic Investment Planning and Savings."** The next session will be held on Wednesday, Feb. 25, at 8:30 a.m. – noon or 1 - 4:30 p.m. in Bldg. 571, conference room 1301. If you are ten or more years from retirement you will gain from the information provided in this workshop. The cost of this workshop is \$45 and pre-registration is required. Register by visiting the Benefits Office Website at www.llnl.gov/llnl/02employment/benefits/seminars.htm or contact the Benefits Office, 2-9957.

RETIREES' CORNER

Edgar Peck (Defense Systems, 1993 and 1995) and wife, Janet, of Rocklin, Calif. became great-grandparents with the birth of Jessica Diane on July 9, 2003. In August, they took granddaughter, Candace, to Hiram College (Ohio) (their alma mater) where she entered as a sophomore. They made a mini-vacation out of the trip with sightseeing to Craters of the Moon, Idaho Falls, Yellowstone, Mt. Rushmore, the Badlands, and the Chicago Museum of Science and Industry.

Edgar is working as a part-time bereavement chaplain with a private hospice organization in Sacramento. Janet volunteers two days a week at a local school tutoring first graders. (E-mail: epeck@2xtreme.net)

(Back to another segment of the adventures of **Cal** (Physics, 1993) and **Dixie Wood** (Engineering, 1993) entitled "Here, There, But Not Quite Everywhere." They have traveled to Alaska, where they traveled by boat, seaplane, bush plane and van, and flew near the snow-capped top of massive Mt. Denali; to Canada, where they were in continuous awe of the beautiful scenery; to St. Petersburg, Russia, where they visited the renowned Hermitage Art Museum; and to the Scandinavian countries, where they visited Stockholm, Copenhagen, Helsinki, and Oslo; to China where they climbed the Great Wall, visited the Forbidden City, and puzzled over the terra cotta soldiers designed to protect the Emperor 4,000 years ago; Hong Kong, Thailand, Vietnam, South Korea, and Singapore, experiencing the variety of food and culture and friendly people of Asia.

They have traveled many times to Japan,

where they participated as official delegates to Livermore's sister city, Yotsukaido. They have enjoyed this relationship for 25 years and have made great friends there. They invite the public to participate in this program by hosting some of the Japanese guests when they travel here every other year and by enjoying a home stay there when the delegation visits Yotsukaido. It's a broadening and fulfilling experience to visit the gracious Japanese in their homes.

The **Retirees Analytical Chemistry Group**, also known as the ACS (Aging Chemists' Society), will have a no-host Chinese luncheon on Friday, Feb. 20, at 11:30 a.m. at the Willow Tree Restaurant, 6513 Regional Street, Dublin. Cost is \$11, which includes the buffet, tea, tax and tip. To make reservations, call Robert Lim, 447-3036.

The LLNL retirees travel slide group meets on the fourth Tuesday at 2 p.m. in the Livermore Library meeting room. The February 24 show is entitled "Colonial Mexico: Not the Traditional Tourist Sites" by Dave and Barbara Edwards.

The next retiree luncheon will be Wednesday, Feb. 18, at Cattleman's restaurant. The speaker will be Buddy Nelson giving an overview of space science discoveries over the last two years, with focus on the Hubble Space Telescope, the Spitzer Space Telescope and the recent Mars landings. To make reservations, go to the retiree organization Web page: www.llnlretirees.org.

Please send any news or input to Jane or Gus Olson. E-Mail: AugustO@aol.com or JaneRUBert@aol.com, phone 443-4349 or snail mail to 493 Joyce St., Livermore, CA 94550.

Science & Engineering Fair in need of judges

The eighth annual Tri-Valley Science and Engineering Fair needs enthusiastic and energetic scientists and engineers to help judge student projects on Thursday, March 25.

"One of the main highlights for the students is having the opportunity to discuss their research with professionals," said fair co-director Christine



Mixan.

Judges are needed from 7:30 a.m. to 1:30 p.m. on Thursday, March 25 at the San Ramon Valley Conference Center in San Ramon. To volunteer, contact Connie Ruvalcaba-Olson, 4-4640 or ruvalcabaolson1@llnl.gov.

Referral bonus program makes it pay to know people

There are a number of positions currently posted that are designated for Employee Referral Bonuses. If a new employee identifies you as having referred them for one of these positions, you may receive a bonus award. Bonus awards can be \$500, \$1500, or \$3000. You can find the designated postings on the newly redesigned ERBP Website: http://www-r.llnl.gov/human_resources/RED/erbp/ERhome3.html. Make sure to bookmark this web site so that you can visit it frequently, as jobs are posted daily and newly designated postings may be listed. If you have questions about the ERBP program contact: Dawn Abu Jassar at

abujassar1@llnl.gov, or 3-6034. You may also contact your designated Employment Specialist.

Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

Contacts:

Media & Communications manager: Lynda Seaver, 3-3103

Newsline editor: Don Johnston, 3-4902

Contributing writers: Bob Hirschfeld, 2-2379; David Schwoegler, 2-6900; Anne M. Stark, 2-9799; Stephen Wampler, 3-3107; Gordon Yano, 3-3117. For an extended list of Lab beats and contacts, see <http://www.llnl.gov/llnl/06news/NewsMedia/contact.html>

Photographer: Jacqueline McBride

Designer: Julie Korhummel, 2-9709

Distribution: Mail Services at LLNL

Public Affairs Office: L-797 (Trailer 6527), LLNL, P.O. Box 808, Livermore, CA 94551-0808

Telephone: (925) 422-4599; Fax: (925) 422-9291

e-mail: newsline@llnl.gov or news@llnl.gov

Web site: <http://www.llnl.gov/PAO/>

Darlene Horne retirement

After 30 years at LLNL, Darlene Horne (MMED) will retire at the end of this month. A reception will be held in her honor at the West Cafeteria on Thursday, Feb. 26, from 4:30-6 p.m. The cost is \$12 and includes hors d'oeuvre, drinks and gift. No checks. Contact Judy Johnson, 2-9399, Diane Martz, 3-1981, or Sirsey Canas, 2-1460, by Feb. 20, if you plan to attend.

AROUND THE LAB



The Columbia accident investigation

G. Scott Hubbard, director of the NASA Ames Research Center, will deliver a Director's Distinguished Lecturer Series presentation, "The Columbia Accident Investigation: Causes and Contributors in a High-Risk Environment," at 3:30 p.m. Monday, Feb. 23, in the Bldg. 123 auditorium.

Saturday morning, Feb. 1, 2003, the Space Shuttle Columbia was lost with all aboard. By Saturday afternoon, the Columbia Accident Investigation Board was convened, in accordance with NASA guidelines established after the Challenger disaster in 1986. Hubbard served as the sole NASA official on the board. His talk will review the evi-



G. Scott Hubbard

DDLS
2004

dence for both the physical and organizational causes of the accident, with particular insight into the process of investigation that led to the board's conclusion. The talk will summarize the board's findings and recommendations for returning the Space Shuttle to flight and operating it safely in coming years. The potential for broad applicability of the board's findings to complex, high-risk environments will be discussed.

For more information, check the DDLS Website: <http://lsto.llnl.gov/DDLS/index.html>.

The discovery of the science behind climate observations

Have you ever wondered how earth scientists and oceanographers observe climate changes that have occurred in the past? Find out at Saturday's "Science on Saturday" lecture, when Lab research scientist Michael Kashgarian and science teacher Sarah Palmer of the Tri-Valley Regional Occupational Program, present "Radiocarbon Applications: Isotopes, Oceans, and Climate Change," at 9:30 a.m. at the Amador Theater, 1155 Santa Rita Rd., Pleasanton.

The presentation, the third in the lecture series, will discuss how scientists at the Lab's Center for Accelerator Mass Spectrometry (CAMS) and their colleagues measure radiocarbon (Carbon-14) isotopes in corals, sea shells, and other marine organisms as an indicator of past changes in ocean circulation.

The series of lectures and demonstrations are intended for students in grades 6-12 and will run through Feb. 28. Lectures are free and held at the Amador Theater. Lectures start at 9:30 a.m. and end at 11:15 a.m. Seating is on a first come, first serve basis and there is no pre-registration. Directions, maps, and a complete list of this year's lectures are available on the SOS Website at <http://education.llnl.gov/sos/2004/>.

Challenges, solutions for black America

How do we close the racial academic achievement gap? How do we reduce the number of African American males that are incarcerated? How do we close the racial wealth gap? How do we reduce the 66 percent divorce rate? How do we better leverage \$688 billion, 9,000 elected officials, four million college graduates, and 85,000 churches?

These questions and more will be addressed during the presentation "Challenges and Solutions for Black America," by Jawanza Kunjufu at noon Tuesday, Feb. 24, in the Bldg. 543 auditorium.

Kunjufu was educated at Morgan State, Towson, Illinois State and Union Graduate School. He has spoken at almost every college in America and has been a consultant for most urban school districts. He has taught seminary for eight years to doctoral students at United Theological Seminary.

Kunjufu has authored 22 books including national best sellers: "Countering the Conspiracy to

Destroy Black Boys"; "Black Students: Middle Class Teachers"; "Satan, I'm Taking Back My Health"; and "State of Emergency: We Must Save African American Males." His latest book, "Solutions for Black America," is scheduled for release April 1.

His afri-centric-multicultural curriculum, SETCLAE is used in hundreds of schools nationwide. He is a book publisher and executive director of a tutorial, mentoring, counseling and rites of passage agency. He has been a guest on Oprah Winfrey, Sallie Jesse Raphael and Black Entertainment Television. His work has been featured in Ebony and Essence magazines. Kunjufu, which means dependable and cheerful in Swahili, is a husband, father and grandfather.

The talk is sponsored by LLNL's Worklife Programs Office and the Association of Black Laboratory Employees. For additional information, contact Michele Cardenas, 3-2796.

Online travel reservations made 'eZ'

The Business Services Department (BSD) announces LLNL's new online travel reservation tool, "eZtrip."

On Feb. 17, travelers and arrangers will be able to make travel reservations online using eZtrip to electronically search and reserve plane, hotel and car reservations for official government business travel (similar to many publicly available reservation systems, e.g., Travelocity, Southwest).

The Lab is partnering with TQ3 (Maritz, the labs designated travel agency) to rollout eZtrip. All reservations booked via eZtrip are processed through TQ3. A team of Lab travelers and arrangers piloted the new system and reported their satisfaction with the control, convenience, and time saving ability to search and make reservations on-line provided by eZtrip.

Users are sure to enjoy the new time saving features of eZtrip, including: access 24 hours a day/sevendays a week from any Internet connected computer, electronic itinerary with running cost

eZ trip training

There will be two training sessions introducing eZtrip on Wednesday, Feb. 18, in the Bldg. 361 auditorium from 11 a.m. - noon and from 1:30 - 2:30 p.m.

All LLNL travelers and travel arrangers are invited to attend one of these sessions.

displayed, online car rental to/from an airport, as well as to/from. Livermore and other non-airport locations, real-time hotel room availability and more.

Travelers with existing TQ3 or eZtrip profiles can access the application at <http://web1.e-travel.com/eztrip>. Users create their password during their first login.

Online information for new users is available at <http://www-r.llnl.gov/eztrip>. Contact eztrip-help@llnl.gov or Ginny Cooke, 4-5199, for questions, login information, application instructions, or additional information.

FISHER

Continued from page 1

Environmental Protection.

Previously Fisher served as a deputy to Bob Kuckuck, deputy director for Operations; associate director for Plant and Technical Services; associate director for Administration and Operations and two years as Engineering associate director.

Fisher remembers arriving at the Lab in the early 1970s after completing his doctorate in mechanical engineering at the University of Michigan and being put in charge of developing a computer control system for a hydraulic shaker to be used for weapons test-

ing at Site 300. "It was an exciting challenge for someone just out of school," he said.

Fisher would spend his first 19 years at the Lab in the weapons and magnetic fusion programs.

Another highlight was engineering work building the first large superconducting magnets for the Magnetic Fusion Test Facility (MFTF).

An assignment in the Materials Fabrication Engineering Division brought him back to his roots. "Members of my family had been machinists and toolmakers and this is what we talked about across the dinner table," he recalled, adding, "I

got to work with many of the programs at the Laboratory out of that division."

As associate director for Engineering he led the reorganization of the directorate's research program, establishing an external review panel. Under his leadership Engineering also expanded its micro-fabrication program. "It has been really exciting to watch where that has gone," he said.

Come June, Fisher looks forward to dedicating more time to photography, woodworking and ecotouring. He and his wife have their sights set on a trip to the Galapagos Islands.

Careful planning and preparation

for retirement were inspired at least in part by author Edgar Bronfman's "The Third Act," a book about reinventing yourself in retirement that Fisher's daughter gave him as a 60th birthday present.

A longtime cyclist and runner, Fisher plans to run trails around the Bay Area and compete in this year's Boston Marathon. He also plans to do community volunteer work in the Tri-Valley area.

And, of course, he'll have more time to spend with his two children and three grandchildren.

"The Lab has been a great place to work," Fisher said. "I couldn't wait to get to work everyday and it's still the same."



NEWS YOU CAN USE

The time has come to reset personal access codes

The Laboratory’s Cyber Security Program reminds employees that their Personal Access Code (PAC) must be changed at least every six months.

A personal access code, also called an institutional password, is used to access institutional applications such as LITE, LTRAIN and the vacation auto-responder. To ensure security, employees are required to reset their PAC every six months. If an employee believes their PAC has been compromised, they should change



name to using the Official Username (OUN), began in mid-2003 and the first PACs are now expiring. By now, employees should have received a “PAC Expiration” brochure that was distributed to all employees through the Laboratory’s Mail Services. This Personal Access Code (PAC) Quick Reference Guide contains com-

it immediately.

The P2OUN project, under which the institutional applications were modified from using the P-account user-

plete information about PAC renewal.

To protect your PAC, do not share it with anyone, including support personnel, and do not use your PAC as a Meeting Maker or Eudora password. Meeting Maker and Eudora use less secure methods to protect passwords.

It’s not necessary to wait until a PAC has expired to reset it. For more information and to reset your PAC go to: <https://www-oln.gov.llnl/pac>

Assistance in resetting your PAC is also available by phone at 4-HELP (4-4357).

BRANSCOMB

Continued from page 1

“There is a profound revolution going on in life science research and I look forward to helping the Laboratory become a major engine of discovery for the nation in this erupting new science,” Branscomb said. “The Lab brings potent assets to this effort. By working closely with other interested directorates I believe BBRP can nucleate the strong lab-wide pro-

gram that reaching this ambitious goal will demand.”

Since 2000, Branscomb has served as the chief scientist for DOE’s Genome Program. He also served as the founding director of the Joint Genome Institute, in Walnut Creek, from 1996 to 2000, and as a senior biomedical scientist at LLNL from 1969 to 1996. He joined the Laboratory in 1964 as a theoretical physicist.

Branscomb received his bachelor’s degree in physics from Reed College in Portland, Ore., in 1957 and his Ph.D. in theoretical physics from Syracuse University, New York,

in 1964.

In addition to his positions at the Lab and DOE, Branscomb serves on the Scientific Advisory Board for UCLA’s Structural Biology Program; the Scientific Advisory Board for the Joint Center for Structural Genomics in La Jolla, and has been an invited reviewer for more than 20 special National Institute of Health (NIH) review panels. He is also a member of the Editorial Board for the *Journal of Computational Biology* and was named an Edward Teller Fellow by LLNL in 2001. He is also the author of more than 39 publications.

Technical Meeting Calendar

Friday 13

INSTITUTE FOR GEOPHYSICS & PLANETARY PHYSICS

“Star Formation Rate Discrepancies & the Madau Plot,” by Lisa Kewley, Smithsonian Astrophysical Observatory. Noon, Bldg. 319, room 205. Contact: Wil van Breugel, 2-7195, or Josie Morgado, 2-7181.

BIOSECURITY & NANOSCIENCES LABORATORY

“Using Nonlinear Dynamics for Performance Enhancement in Micro and Nano-scale Sensors,” by Kimberly L. Turner, UC Santa Barbara. 2-3 p.m., Bldg. 151, room 1209 Stevenson Room. Cookies and coffee will be served. Contact: Jim De Yoreo, 3-4240, or Katie Thomas, 2-7903.

Tuesday 17

ASCI INSTITUTE FOR TERASCALE SIMULATION

“A DoD Perspective on High-End Computing,” by John Grosh, Department of Defense. 10:30 a.m., Bldg. 543 auditorium (uncleared area). Contact: Jim McGraw, 2-0541, or Pamela Mears, 2-3981.

COMPUTATIONS — SCALABLE PROGRAMMING MODELS SEMINAR

“UPC: Introduction and Recent Progress”, by William Carlson, IDA Center for Computing Sciences. UPC, a parallel extension of the C programming language, provides users with a shared global address space. It has been implemented on a variety of hardware platforms and is becoming a standard language. 3 p.m., Bldg. 451, White Room (room 1025). Contact Karen Warren, 2-9022, kwarren@llnl.gov.

CHEMISTRY & MATERIALS SCIENCE /Glenn T. Seaborg Institute

“Radiation-Induced Bystander Effects: Mechanisms and Implications,” by Kathryn Held, Harvard Medical School. 3 p.m, Bldg. 155, room 1101 auditorium (uncleared area). Contact:

Christine Hartmann Siantar 2-4619, or Bonnie McGurn, 3-2764.

Wednesday 18

ENERGY & ENVIRONMENT DIRECTORATE-WIDE COLLOQUIUM

“Things That Jules Verne Didn't Know on his Journey to the Center of the Earth,” by Hrvoje Tkalcic, Earth Science Division. 1:30 – 3 p.m. Bldg. 543 auditorium (Refreshments will be served). Contact: Camille Vandermeer, 3-2672.

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

“A Numerical Method for High-Speed Reactive Flow on Overlapping Grids,” by Donald Schwendeman, Rensselaer Polytechnic Institute. 3 p.m., Bldg. 451, room 1025 (property protection area). For more information go to <http://www.llnl.gov/casc/calendar.shtml>. Contacts: Bill Henshaw, (CASC) 3-2697, or Leslie Bills, 3-8927.

SOFTWARE QUALITY EXCHANGE

“The Darker Side of Metrics,” by Douglas Hoffman. 1 p.m., Bldg. 451, White Room (1025). Contact: Juan Hernandez, (CADSE) 2-0347.

CHEMISTRY AND MATERIALS SCIENCE DIRECTORATE — Materials Synthesis and Nano-beam Precision Characterization Group

“Ion Assisted Deposition of Metal Films on Ceramic Substrates,” by Philip Scott, University of Illinois — Urbana. 10 a.m., Bldg. 235 room 1090, Gold Room. Foreign nationals may attend if a security plan is on file, which includes Bldg. 235. Contact: Art Nelson, 2-6488, Michaela Salas, 2-3287, or Joanne Maxwell, 4-4344.

Thursday 19

CENTER FOR GLOBAL SECURITY RESEARCH

“India, Pakistan, and Kashmir in the 21st Century,” by Stephen P. Cohen Brookings Institution. 10 a.m., Bldg. 170, 1091 conference room. P-cleared area. Contact: Tami Alberto, 2-5969.

CHEMISTRY & MATERIALS SCIENCE — FRONTIERS IN CHEMISTRY & MATERIALS SCIENCE

“The Folklore of Superconductivity,” by Zachary Fisk, Physics Department, UC Davis. 3:30 p.m., Bldg. 235 Gold Room (room 1090) Contact: Kristine Ramirez, 3-4681

Friday 20

INSTITUTE FOR GEOPHYSICS & PLANETARY PHYSICS

“Star formation in Massive Clusters,” by James Graham, UC Berkeley. Noon, Bldg. 319, room 205. Contact: Wil van Breugel, 2-7195, or Sharon Taberna, 3-6290.

CHEMISTRY & MATERIALS SCIENCE MATERIALS SCIENCE AND TECHNOLOGY DIVISION

“Application of Liquid-Metals as Plasma-Facing Surfaces in Magnetic Confinement Fusion Devices,” by J.P. Allain, Argonne National Laboratory. 3:30 p.m., Bldg. 235, Gold Room. Contact: Tom Felter, 2-8012, or Rebecca Browning, 2-5500.

DEFENSE & NUCLEAR TECHNOLOGIES COLLOQUIUM

“QMU Assessment Methodology,” by Richard A. Ward. 10:30 a.m., Bldg. 111, room 114 (Poseidon Room), Q clearance and SP access required, no foreign nationals. Contact: Linda Stuart, 3-7001, stuart5@llnl.gov. or Frankie Springer, 3-6192, springer9@llnl.gov.

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

“PROLINKS: a Database of Co-evolving Proteins,” by Matteo Pellegrini, UCLA. 10 a.m., Bldg. 361 auditorium (property protection area). Contact: Peg Folta, (EEBI) 2-7708, or Leslie Bills, 3-8927.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

NEWS YOU CAN USE



Targeting heart health through pilot program at NIF

By Dale Sprouse

TID

The National Ignition Facility (NIF) Directorate has entered into an innovative pilot program with the Health Services Department (HSD) to promote heart health.

The program is aimed at the NIF workforce, helping NIF employees learn about and cut personal risk from cardiovascular disease (CVD), the leading cause of death in the United States.

Statistics indicate that every 29 seconds, someone in the United States will suffer a coronary event, and that every 60 seconds someone will die from a coronary event, said Phil Arzino, HSD’s health promotion manager.

The leading behavioral risk factors for CVD, said Arzino, include smoking, stress, physical inactivity, and poor diet.

“Our workforce is subject to the same behavioral risks as those in the general population,” said Arzino. “NIF management decided it wanted to take specific action to address those risks. We are hopeful the program we have put together can serve as a model for other directorates.”

Arzino said NIF Project Manager Ed Moses called him last summer, saying he initially was thinking of arranging for Health Services’ presentations on the early warning signs for health disease, but realized the talks in themselves weren’t going to have the kind of meaningful impact he hoped to achieve.

“We have been touched over the years by the loss of laser and team members to heart disease, and this has really motivated us to make this part of our safety and health culture,” said Moses of the cardiovascular disease pilot program.

Working with NIF management and several of its own health practitioners, HSD structured a program focused on interactive education, risk assessment, and a four-part risk intervention strategy that addresses

- Physical activity
- Heart-healthy eating habits
- Stress management
- Medical management counseling

The program began last August with a CVD risk assessment to identify low, moderate and high risk individuals and provide a variety of programs based on risk level. “We have seen already that several NIF employees who are the higher risk level have sought out the appropriate medical management and are also seeking individual counseling for lifestyle modifications,” Arzino said.

The assessments included blood tests for glucose, cholesterol and its lipoprotein carriers, triglycerides, and C-reactive protein, a biomarker for arterial inflammation. Blood pressure, submaximal treadmill testing, body fat, and a health risk appraisal were also offered. With the assessment phase over, the pilot program is shifting into Phase 2 programs to promote lifestyle changes. Phase 2 — with its emphasis on exercise, better eating habits and weight and stress reduction — is expected to last until the beginning of summer.

A key component of the program is formation of an HSD/NIF working group that focuses on establishing and encouraging a supportive environment for healthy lifestyles. “We are working on identifying individuals in NIF who are excited about promoting health at a peer level,” Arzino said, “and we will give them tools so they can do their own healthy heart promotion, like having healthy-eating potlucks.”

Health Services also is coming up with ideas to address the lament of busy people who say they have difficulty finding the time to get in necessary exercise. “For example, we are encouraging people to get together in groups or three or four in their workplace and pledge to take three brisk 10-minute walks a day,” Arzino said. “The groups could make them ‘walks and talks’ and have a subject they can discuss, a problem they have to think through. This way, while working they can get in some exercise, reduce stress, and not add to their time burden.”

‘Low Carb vs. Low Fat’ talk

Phil Arzino, the Health Services Department’s health promotion manager, and Bill Pereira, an HSD physician and editorial board member of the *UC Berkeley Wellness Letter*, will help employees make sense of low carb vs. low fat diets on Feb. 17.

Their talk, titled “Losing Weight — Making Sense of the Low Carb vs. Low Fat Controversy,” will run from 11:30 a.m. to 12:30 p.m. in the Bldg. 361 auditorium. The talk is sponsored by the Safety and Environmental Protection Directorate as part of Healthy Heart Month.

The talk will address some of the science around the controversy, explore claims of the differing dietary approaches, and provide employees with information on how to make intelligent diet choices.

Arzino will also provide tips on stress reduction, diet and other aspects of protecting your heart via *NewsOnLine* throughout the month.

Health Services also is helping NIF set up Healthy Heart stations, where employees can take their blood pressure, weigh themselves and find educational material on heart health.

Bruce Warner, deputy associate director for NIF Programs, said NIF employees have been very responsive to the CVD pilot program, with about 200 participating in one or more of the healthy heart activities. “NIF participants are very happy with this pilot program as it has touched many aspects of heart

health and has provided realistic behavioral alternatives to reduce the risk of heart disease,” he said.

The focal point of the program’s “interactive education” component is “Take a Load Off Your Heart — 109 Things You can Actually Do to Prevent, Halt and Reverse Heart Disease,” a book that NIF has provided to participants involved in the healthy heart initiative.

Written by Dr. Barry Franklin and Joseph Piscatella, two nationally recognized experts at CVD intervention, “Take a Load Off Your Heart,” Arzino said, is “an easy-to-read, practical book on how to improve your heart health.

“Using a ‘book-in-common’ is something that is not usually done in health promotion programs,” added Arzino, who was inspired by the use of this approach by his eldest son’s entire incoming freshman class in college.

“I have discussed our program with Dr. Franklin in terms of its concept and design,” Arzino said. “He thinks we are right on track.”

Noting that “NIF is highly committed to employee safety and health,” Warner said the pilot program has given NIF workers the opportunity “to become educated and motivated to improve their heart health.” Added Warner: “By providing this very informative and beneficial pilot program, we see a large return by having a healthier and safer team, and a work environment that embraces those values.”

Arzino described the program as a “pilot effort” for both partners. “We wanted to see whether we could pull this off and understand what the logistical difficulties would be in doing this type of project,” Arzino said. “The NIF people have been very gracious in working with us. We would love to expand this to other directorates. Heart disease is still the No. 1 health concern in America.”

Join your co-workers in fighting cancer

Purchase a bunch of freshly cut daffodils (10 stems) for \$10.
A vase is available for an additional \$8.

Money from this American Cancer Society-sponsored event will go to research, education and patient services.



The deadline for an LLNL order is **Tuesday, March 2.**
Delivery will be on **Monday, March 22.**

Check the list below for the LLNL Daffodil Days volunteer nearest you who is accepting orders.

Name	Bldg.	Rm.	L-code	Phone	Name	Bldg.	Rm.	L-code	Phone
Barnes, Tracey	111	501R	L-001	3-9060	Olund, Cindy	131	2075	L153	2-3668
Bell, Christine	1403	1101	L-203	3-9447	Pierce, Sue	2679	1269	L-386	3-1094
Berkich, Tracy	071	1020	L-102	2-8246	Purpura, Gloria	1878	104	L-278	2-7281
Bireley, Kathy	543	Lobby	L-638	2-8431	Quick, Bonnie	451	1041	L-561	2-6510
Breznik, Joanne	616	100	L-697	4-4101	Rutan, Dena	231	2454	L-344	3-0696
Conrad, Janet	113	4048	L-073	2-7561	Sarlund, Nancy	261	1508	L-387	2-5072
Continente, Jenifer	132N	2001	L-103	2-6644	Sefcik, Cookie	121	1013	L-051	3-2242
Emmirsch, Shirley	551E	1090A	L-654	2-6206	Shuler, Jean	113	1030	L-067	3-1909
Fread, Lanette	411	1422	L-518	2-9288	Silva, Kathy	235	2070	L-356	4-2597
Grandfield, Charlene	5475	1359	L-633	3-1779	Springer, Frankie	111	332	L-016	3-6192
Greenfield, Jodi	170	1079	L-103	4-6460	Sorensen, Nanette	2925	101	L-397	2-9670
Horner, Nadine	6526	1003	L-797	3-9051	Stone, Sharon	663	1000	L-723	2-7459
Jess, Rhonda	3703	1245	L-441	4-3057	Thomas, Karma	2775	1019	L-395	2-5300
Jessup, Mary	111	169E	L-002	3-1760	Thompson, Michelle	871	124	L-871	3-1180
Jimenez, Irene	511	213	L-606	3-1273	Twiss, Carol	571/671	1138	L-725	2-9395
Johnson, Chris	132S	1377	L-171	2-2670	Watt, Maggie	332	1138	L-360	3-6003
Lindsay, Karen	321A	2100	L-337	3-5028	Weyburn, Sandy	551E	221E	L-657	2-0840
Mahler, Florann	211	136	L-414	2-9173	Williams, Anita	132N	2254	L-170	2-4550
Miller, Margie	314	1216	L-432	3-0265	Yazzie, Darlene	132S	2322	L-182	3-7846
Nelson-Lee, Jennifer	5426	1009	L-621	2-5750	Ybarra, Corinne	482	2158	L466	3-9501



AUTOMOBILES

1997 - Ford Taurus, 157k miles, good condition, \$3,200 obo. 510-755-0565

1995 - GMC SAFARI AWD SLT Package, loaded,very clean, all options, great for skiing, 136k miles. \$4500./offer 209-599-4644

1977 - Chevy Luv, 66,000 orig. miles. runs good, 4-speed. \$1,000 . cell(510)610-0134 209-835-2231

1993 - Ford Taurus LX, 102K, loaded, automatic, moonroof, great condition, \$2400 OBO 510-353-9937

1999 - Dodge Intrepid. Needs engine. Body excellent condition. \$2000 OBO 209-604-3496

1990 - Acura Integra LS. 2 dr. hatchback, Good cond. very clean, teal color, 5 speed, A/C, PS, CD, new tires,170K. HWY. Miles. \$ 2500. 209-823-1901

1992 - Plymouth Grand Voyager LE, 155K, org. owner, pwr windows/locks, clean \$2,500 obo 209-529-5332

1999 - Chevy Silverado LS Ext Cab, 2wd, 44K miles, 5.3L engine, white/grey, cruise, hard tonneau cover, excellent condition. \$14,900/OBO 925-447-7160

1997 - Cadillac Seville STS, fully loaded, 6 disk CD, runs great, near perfect body, new tires. \$12K OBO. 209-832-3435

1999 - Chevy Astro Van. All Wheel Drive, Rear A/C, Privacy Glass, AM/FM/CD, Roof Rack. 64K mi \$10,000 firm. 915-455-1588

1990 - Chevrolet custom 7pass. van, captains chairs, all power, cruise, AM/FM cassette, tow-pkg, V8-5.7L, excellent condition, 123k mi \$3,900/obo 925-443-8276

1984 - Camry 148K 4 dr. good body&engine needs rear brake work. 1 Family car. White ext/Blue int. \$1200/OBO 925-447-2697

AUTOMOBILE ACCESSORIES

Cable type tire chains for 13 inch rims. Includes carry case. Never used. \$20 925-455-8609

Wheels Advanced Auto Tech, Moda R720x10 w/GoodyearEagle GTII P285/50R20 tires. 6lug ChevyTahoe 4Kmiles. \$800 209-825-0326

BICYCLES

Yakima dual roof bike rack car or truck asking 150.obo. call after 5:00pm 408-362-4503

Tag-along bike. Connects to adult bike to allow child to ride behind adult. Mint condition! \$75 925-373-6255

BOATS

76 tahiti Jet,20FT. Mini day cruiser, 455OLDS,\$2500 925-829-5975

CAMERAS

Cut your own mats with Altos model 4501 mat cutting system. Includes instruction video & extra blades. Retail price \$130. Asking \$50. 925-846-3653

ELECTRONIC EQUIPMENT

Motorola 10 channel Handicom UHF radios 2 watts. 2 units \$150 for both 925-447-6728

Three car audio amplifiers and Kicker SS100 enclosure. \$200. 209-836-9082

Brand new ATI Radeon 7000 32 MB w/TV-out AGP Video Card with VGA and S-Video/RCA out. \$30 o.b.o. 925-895-9947

Philips WebTV Keyboard new, printer. Good condition, good for beginner. Can do email and internet \$50.00 925-447-5459

Stereo system w/ speakers, dual tape deck, 5 cd player, & turn table. \$99. 209-834-2604

Onkyo TX-8211 Stereo Receiver Mint

CLASSIFIED ADS

Conditon \$120 2 X 50 watts, remote, A/B speaker, 4 audio inputs, lv msg 925-447-8890

GIVEAWAY

FREE! Motor Mount for Raft. 925-455-1730

GE Refrig/Frzr-21.6 cu ft /Almond,no-frost,side/side. Approx 20yrs old;in good working cond(66.25Hx33Wx31D-incl handles) FREE-You pickup in Plstn. 925-447-6423

Deer Hoof Gun Racks 925-455-1730

HOUSEHOLD

ANTIQUE mahogany end tables, 1920s era \$350 for the pair 925-443-2114

Baby items: Jenny Lind crib w/mat \$40, cradle \$30, Graco front/side swing \$25, Infant carrier /car seat \$15, Graco infant/toddler exersaucer \$20 209-599-0922

Retro four seater red suede cinema sofa, fully reclining with cup holders. Brand new, just moved and did not fit. \$1500.00 B/O 925-516-8925

Dryer,gas,3 years old,\$100 or BO, will deliver 209-852-2015

Deep Freeze, Kenmore, Chest Type, 15 cf capacity, Works Great, \$30. Brinkman Charcoal Smoker, \$10 925-828-6737

Rkadia Home Entertainment Center -- Solid alderwood, mission style hardware, DVD/CD storage; only 1 year old. \$2000. 209-835-8241

Combination sofa/hide a bed. Excellent condition. \$200.00 OBO. 925-447-3899

25 inch Zenith color console TV; looks nice and has good picture. 925-449-4319

Bedroom Set, Full size captains bed, triple dresser with mirror, night stand. Dresser and headboard need minor refinishing. \$100. 925-484-0697

Prima Pappa Highchair. 1 yr. old in excellent condition. Tons of features. Current retail price at Babies R Us is \$159.99. Asking \$80 925-455-4208

Britax Roundabout Car seat. Rear or forward facing. Top tether. \$75. 925-454-0877

Bunk Beds for sale, modern set: maple veneer with green trim. Reconfigurable lower bunk: under top or L shape. Mattresses. You haul. \$350 OBO. 925-447-6197

Desk (dark wood)\$50; Small Secretary Desk \$20; Beveled Mirror in Oak Frame \$20, 925-455-1730

Solid oak roll top desk with locking top. Great Cond. Paid \$1200 sell for \$500 firm. 925-516-8339

Baby crib, with mattress and matching changing table. only 2 years old, great cond. \$250. Oak, twin bookcase headboard with frame and mattress \$50 925-516-8339

Beautiful three-piece wall unit/TV armoire. Solid wood,cherry finish.Pocket doors.Back-lighting on shelves.Very good condition.\$400 925-455-5245

Loft bed (twin) with ladder, desk, and dresser, suitable for child, made of heavy wood. \$250. 925-455-6434

Oak entertainment center 55x42x20. Holds 32 inch TV. Glass enclosed shelves to accommodate VCR, DVD/CD players, etc. Good condition. \$25 925-373-9717

Carpet,berber,cut pile,oatmeal,3yrs old,like new,15x11 ft and 11x10 ft,incl lifetime pad,\$500 for both 209-830-0684

Oak Entertainment Center n L=55in, W=17in, H=55in. Fits 32in TV, lots of room for other components. \$50 209-599-0922

MISCELLANEOUS

Whirlpool electric oven/range. Excellent condition. \$150.00 or best offer. 209-983-9844

Honeywell Enviracaire portable room air cleaner. Has HEPA filter with charcoal wrapper plus instructions. \$35, including

extra charcoal wrapper. 925-846-3653

Emerson microwave, 15.00. Small TV,works good 10.00. Antique diningroom light, 10.00. 510-537-7222

American Tourister luggage. Two lockable large tan hardshell suitcases, old but in excellent condition. \$20.00 each or OBO. 925-443-8442

California Bay trees, evergreen, 5 gallon pot size, 5 available, all in great condition, \$25 each, compare at \$50 each retail. 925-443-2880

Rock tumbling kit. Complete with polishing compounds, sample stones and more. \$10. 925-454-0877

SAFE, Remington Rand, 4 drawer, spin dial combo lock, in Livermore \$200.00 925-634-0423

Blue Ribbon Iris Bulbs. Mixed colors. \$3.00 each or 2 for \$5.00. Must plant soon for spring color. 209-983-8372

Rototiller/garden tractor - 10hp with plow and disk attachment. Good engine. \$300 925-443-8253

MOTORCYCLES

2000 - Yamaha XT225 Dual Sport. 100% stock 450 original miles, electric start, excellent condition! 209-526-5070

2003 - YZ85 Yahama Dirt Bike, New Tires all around, Renthall bars, Factory Effex Graphics, New Levers, Low Hours - \$2,000 Firm 925-447-0546

1987 - Honda CR500 Good Condition, \$1200 Motor very strong Excellent Hill Climb or Trail bike 209-830-9429

2001 - Aprilia SR50 Scooter. Bought new in 2003. Includes passenger pegs and luggage compartment. \$2000 or trade for larger bike. 925-455-1588

MUSIC INSTRUMENTS

Roland VS-890 digital recorder. Records up 128 digital tracks. 8 inputs. Internal HD and on board fx. \$450. 209-836-9082

Sabian cymbals. 21inch AA, rock ride.\$125 Signature series, crashes.16/17/18inch. \$105/\$110/\$120. Immaculate! 925-373-6255

Piano, Baldwin Acrosonic upright. No bench. Needs tuning. Good for student. \$650. 925-455-6434

PETS & SUPPLIES

FISH TANK(New): -30 gallon display tank -Iron Stand -24 inch T3 light fixture(w/23W white & 23W actinic bulb) \$145 value sell for \$50 510-209-5033

RECREATION EQUIPMENT

Total Body Health Rider, designed with 5 lb. weights and timer. Padded lambs wool seat cover included. Excellent condition. \$100 925-443-0288

Bushnell Yardage Pro 500 Range Finder \$150 925-447-6728

Weight plates. 2/ 25lb iron plates. Standard one inch hole size. Like new! \$25 925-373-6255

Golf club travel case in good condition. Durable hard sided case with built in combo lock, forest green color. Great for air travel. Asking \$30 925-455-4208

MARCY weight machine for sale. One cable needs replacement. \$500 or BO. Rowing machine for sale. \$100 or BO. 925-447-8129

Experienced set of Titleist 962 irons (2-LW) with Titleist Ultralite graphite shafts in good condition. Asking \$175. 925-373-0991

1999 Komfort Trvl Trailer 24Ft Exl. Cond. Fully self-contained/Full rear bath, front queen walk around bed. Awning, sofa sleeper. \$12,000 Must see. 925-462-4927

Bowflex exercise machine.Has all attachments and instructions.1yr. old. Make offer 707-374-6143

Weider, 3 station weight machine. Great cond. \$100 925-516-8339

See complete classified ad listings at
<https://www-ais.llnl.gov/newsline/ads/>

RIDESHARING

Express your commute, call 2-RIDE for more information or visit <http://www-r.llnl.gov/tsmp>

Modesto - Vanpool, Modesto to LLNL, 7:00 to 3:30 shift. 209-848-0365, ext. 3-0487

Lafayette - LaMoRinda Vanpool (also WALNUT CREEK stop at Rudgear Rd): reclining seats, reading lights, 7:45-4:45, \$105/mo (pretax reduction available) 925-943-6701, ext. 2-3005

San Jose & Fremont - Vanpool space is available from San Jose and Fremont areas. Work hours: 7:30 - 4:30. 408-238-1909, ext. 3-3057

Oakland/Montclair - Vanpool seeks additional riders. 5/40 schedule: at LLNL 8:15-5:00. Fare depends on # subscribers; \$132/mo if one additional. 510-530-1289, ext. 2-9831

Modesto Mall Park & Ride - Immediate Opening(s) Daves Luxury vanpool, captain seats, reading lights cellphone 8-4:45 ridership-based fares 209-404-6680, ext. 3-3194

SERVICES

TUTORING in high school and college math and chemistry. 925-443-2095

CONCRETE-foundations, custom, stamped, colored, sealing & more. Over 20 years experience. Free estimates. Lic #787092-B 408-806-9816

Licensed child care provider has openings infant to school age. 12 years experience. References available upon request. 925-449-6313

SHARED HOUSING

Livermore - Room for Rent, clean and quite in nice neighborhood, garage, non-smoker, \$600/month, includes utilities, no deposit required. 925-449-6898

Livermore - \$650 Room/Share 3br 2.5ba house with garage, fireplace, my pooltable, yard & comm pool/tub, Large & very clean. 5min to lab. pics avail. 925-449-0603

Livermore - Large room for rent in 2 story house with pool and hot tub. Non-smoker. No pets. 10 minutes from Lab. \$700 inc. utilities. 925-899-9675

Livermore - furnished room for rent. Clean/quiet. No pets/no smoking. \$550.00/month. Share utilities 1/3. Deposit. Mature adult. 925-449-1128

Livermore,Ca. - Room For Rent w/kitchen & bathroom. No smoking,no pets. 925-455-8043

TRUCKS & TRAILERS

2002 - Toyota Tacoma, D-Cab 4 Door, Prerunner SR5.42,000 Miles. Silver in great condition. \$17,000.00 OBO.Can bring to Lab. 209-832-1366

1983 - Chevy Suburban Silverado,4wd,3/4 ton PW,PDL A/C Cruise,Tilt,CD player,new engine,brakes,Tires,ready to paint 1700.00 209-531-1330

1983 - FORD F250 XLT, Extended Cab. A/T (460), Air, Power windows & locks. 117K miles. Newer gooseneck hitch and trailer brakes. Current smog. \$3,500.00/obo 925-634-1604

1994 - Ford Bronco XLT, 150k miles, V8 ,automatic, pwr steering, window, locks,leather. runs great,new brakes, excellent condition. \$6,500/OBO 925-784-9637

1996 - Toyota 6-cyl 4X4 Tacoma SR-5 X-tra cab EXCELLENT Condition Many X-tras Asking \$12,500 925-757-2166

1988 - Chevy Suburban,3/4 Ton, 454, 3rd Seat, Runs great. 132K miles, 20K on rebuilt transmission. \$4000 OBO 209-836-4169

1997 - Chevy,Silverado,Z71,ext cab,3rd dr,fully loaded,5.7L V8,bed liner,flow-

master exhst,very clean \$12K/BO 209-830-0684

1978 - Dodge PU with Shell. 225 slant 6 cyc, 4 spd, 96K actual miles. Minor damage (windshield crack and small dent) \$1500/OBO/Trade. Smogged last year. 925-447-2697

VACATION RENTALS

Snowy mountain cabin near Arnold. 4 bedr. 2 bath, fully equipped kitchen, wood burning stove. Close to Bear Valley Ski Resort. 925-245-1114

Sooo cute beach cottage in Santa Cruz. 2bedr, 2 bath. Spa, fully equipped kitchen. 4 blks from ocean. 925-245-1114

SOUTH LAKE TAHOE - 3 Bedroom 2 bath Chalet, nicely furnished, all amenities, close to all skiing, RESERVE NOW for OPENINGS! 209-599-4644

Mendocino Coast - - Ocean View - 4bd/4.5ba, large house 7 mi. from Mendo, hot tub, NS, pets ok w/ deposit, kids toys, perfect for multi family get-away 925-455-5942

Granby, RockyMtn NP, CO - For Rent, spacious condo, sleeps 6 to 10, 2 ba, full kit, inside spa, July 17-24 925-449-8555

WANTED

Teams & individuals for Relay 4 Life in Livermore, June 26th-27th. To participate in this fun community event, call 925 373-9435 or 925-373-7434

Wanted Metal or environmental friendly floating dock. 925-449-1340

Looking for used trumpet. Good sound more important than looks. 209-239-9116

MIG Welder Wanted, 220 Volts, 925-455-1730

HouseKeeper needed for our 3/2 Tracy home. Leave us a message and we will call you as soon as we can. 209-629-4122

RETIREEES! Miss being around children? Occasional evening/weekend childcare wanted for one well-behaved fourth grade girl. Livermore. 925-455-5323

Home to rent on a month to month basis in the local area. Must have 3 bdrm./ 2 ba. and allow pets. New to LLNL. 408-281-9664

Trampoline and a portable basketball system in good condition. 925-449-3499

Igloo Pet House- Reasonably priced for adopted feral cat. 209-527-7959

Ray-O-Vac pool swwep. Willing to pay \$100 209-832-1105

Occasional pet-sitter needed for one dog. Overnight stay required. 925-606-7879

Wanted- 4/4 full size Violin for begining Student. 925-443-7419

Baby walker, exersaucer, and johnny jumper. Used in good cond. OK. 925-625-4806

Model Shipwrights interested in joining a Model Boat Club located at the San Francisco Maritime Museum. Call for information. 925-706-7444

Need help. Anyone in the Manteca area who can help me with my computer problems, Please call 209-823-5704

Burley D-Lite, Cub or Encore jogging stroller. Capacity- up to 100lbs. 209-602-5168

Please note:

Services and merchandise listed in *Newsline* are not guaranteed. It is up to the buyer to scrutinize services purchased.

COMPENSATION
Continued from page 1

other employees have made significant progress in developing the new program. The initial focus has been on capturing updated information on the work performed by Administrative & Specialist jobs.

Starting today, a weekly series of articles explaining the new program will appear in *Newsline*. The goal of these articles is to lay the groundwork for what is to come and foster understanding of the A&S restructuring.

The accompanying article outlines the first step in

the process, “The Job Family Matrix — Defining a Body of Work at LLNL.” The job family matrix will be the basis for slotting jobs into the new classification structure.

Subsequent articles will discuss “Building New Pay Structures — a Market Based Approach,” and “Going Forward — How the New Program Will Work.”

All articles will be published on the A&S Restructuring Website, located at <http://www-r.llnl.gov/ASR/index.html/>. Questions or comments regarding the A&S restructuring may be directed to your directorate POC; names of POCs are provided on the A&S Restructuring Website.

A series of employee brown-bag meetings are planned for February and April to further discuss the A&S compensation program. Below is the general implementation timeline:

- Finalize new job documentation (Job Family Matrices): February
- Employee Communications: February – April
- Job Slotting: March
- Pay Structure, policies and systems development: Feb – April
- Slotting calibration, structure and pay impact analysis March: April
- Program implementation: May

The job family matrix: Defining the body of work at the Laboratory

A key objective of the Administrative & Specialist (A&S) Restructuring project is to create updated job classification descriptions that accurately reflect the types and levels of work currently performed at the Laboratory.

To accomplish this, the Compensation Division, with the assistance of Watson Wyatt Worldwide, a human resources consulting firm, developed a common format for capturing job content and levels called the Job Family Matrix (JFM). The JFM replaces existing job descriptions and leveling charts and is the foundation of the new A&S program. (See Program Components chart.)

The Job Family Matrix is used to:

- Define the types and levels of work at the Lab.
- Slot jobs at the appropriate level.
- Match jobs to the external market.
- Define career progressions.
- Post jobs and administer ongoing job classification.

Additionally, the JFM can assist in performance management, identifying training and development needs, and serve as a basis for workforce planning.

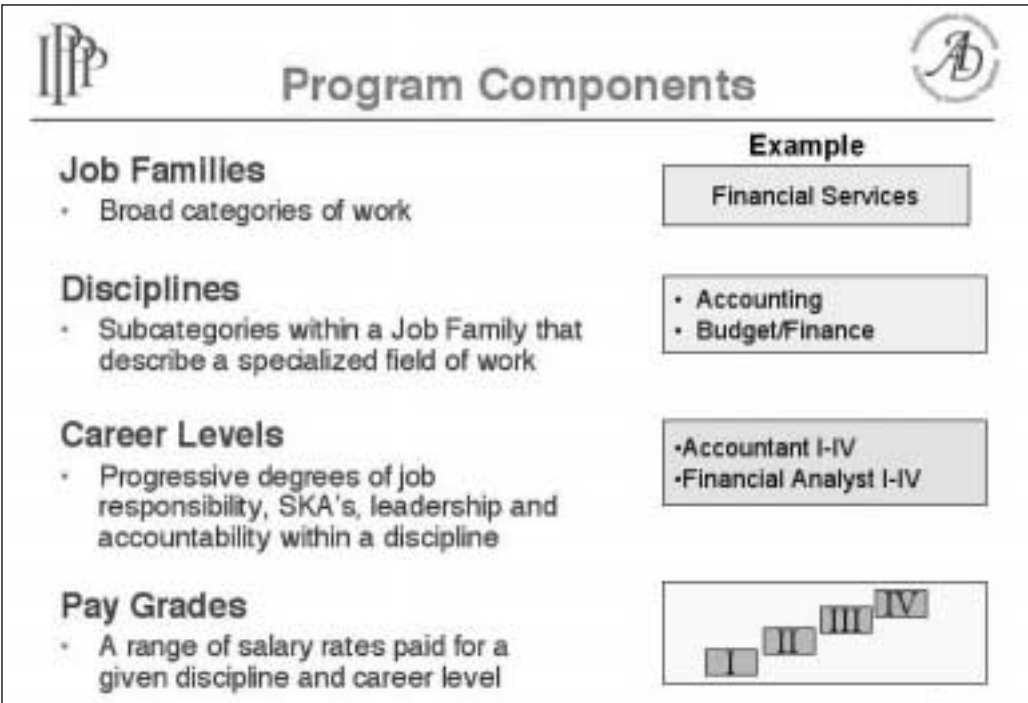
A generic Job Family Matrix template was used as a starting point for developing matrices for job families and specific disciplines within job families. The JFMs contain a varying number of career levels, depending on the needs of each discipline, with a maximum of four levels. Nine job families, with over 35 disciplines, have been identified and a JFM developed for each discipline. Each matrix provides an overall description of the work performed at each level. (See Job Family Matrix Format Example.)

Matrix levels are defined and differentiated based on:

- **Major Job Responsibilities** — described by four to six responsibility statements.
 - **Qualifications, Skills, and Technical Knowledge** — education, nature of experience, specialized expertise required by the job.
 - **Leadership** — leadership provided to others or supervision (lead, working supervisor).
 - **Accountability** — degree of independence, decision making, work planning.
- Creating the discipline-specific JFMs has been a major undertaking with broad participation by management and employees performing A&S work. The participants in this process include:
- **Job Family Work Teams (JFWT)** – Employees and managers appointed to assist Compensation with drafting matrices.
 - **Points of Contact (POC)** — Management group serving in an advisory role to provide input and review draft matrices.
 - **Compensation** — Compensation specialists responsible for obtaining input from JFWTs and managers and preparing draft matrices.
 - **Watson Wyatt** — External consultants assisting Compensation in drafting matrices and for reviewing them from an external perspective.

Drafts of the completed matrices are posted on the A&S Restructuring Website <http://www-r.llnl.gov/ASR/index.html>.

Not all jobs easily fit into a job family and discipline. Some jobs have unique or co-mingled job content, a sin-



is posted on the A&S Restructuring web site under “Other.”

The Job Family matrix will be the basis for slotting jobs into the new classification structure. Each directorate will identify line managers/supervisors responsible for job slotting. These managers/supervisors will be provided with a program overview and appropriate slotting training.

There are three basic steps in the slotting process.

1. Job Family determination
2. Discipline determination
3. Level determination.

Slotting determinations should reflect the levels described in the matrix (not current classification, level and salary). Employees will be notified of their new job family, discipline, and level during program implementation in May.

Questions or comments regarding the Job Family Matrix should be directed to your directorate POC (list available on the A&S Restructuring Web site) or may be submitted to the A&S Restructuring Website <http://www-r.llnl.gov/ASR/index.html>.

Next week: *Building the new pay structure.*

Criteria:	Level I	Level II	Level III	Level IV
Major job responsibilities <ul style="list-style-type: none">• Describes the key differentiating job responsibilities for each level. Qualifications, skills and technical knowledge <ul style="list-style-type: none">• Describes the typical background for a job to include education, experience and any certifications required.• Depth and breadth of knowledge within the applicable field of expertise required. Leadership <ul style="list-style-type: none">• Degree of assistance/leadership that the incumbent is required to provide to help others to perform the responsibilities of their jobs.• Describes the manner in which an incumbent's position works in a team environment through providing feedback, consultation, and support to meet team, department or organization goals. Accountability <ul style="list-style-type: none">• Scope and degree of independence and how work is distributed/assigned.• Type and impact of decisions made.• Describes the type and level of work planning required.				

This is a sample Job Family Matrix (JFM) format. The JFMs contain a varying number of career levels, depending on the needs of each discipline, with a maximum of four levels.

Striving for balance where rural and urban meet

The Laboratory is located where urban Livermore meets the open space of the Altamont hills. For many species of wildlife, this transition zone between urban and rural is a suitable place to live. Even rare species, including the white-tailed kite and California red-legged frog, are able to survive and reproduce here.

Most Lab employees will never see these rare species at work, but there are many wildlife species that are frequently observed on site including the California ground squirrel, gray fox, striped skunk, pacific tree frog, great egret, red-tailed hawk and common barn owl. Although most of us enjoy being able to look out our office windows and watch a gray fox sneak between hedge rows or see a Cooper's hawk swoop down in pursuit of its next meal, we need to be aware that conflicts often arise in areas where humans live or work in close contact with wildlife.

The Canada goose exemplifies this conflict between people and wildlife. Cities throughout the country have inadvertently created ideal habitats for Canada geese by installing expansive lawns near ponds at parks and golf courses. While many people enjoy having geese and ducks in their towns and cities, flocks of Canada geese have grown to such large numbers in many areas that they are considered a threat and nuisance to people. We had a small taste of these conflicting feelings toward wildlife last spring when one family of Canada geese built a nest on the second story balcony of Bldg. 543. After watching the geese sit on their nest for several weeks and seeing the young goslings just hours after they hatched, many of the residents of Bldg. 543 were in love with the goose family. As the geese grew and spent time foraging throughout the Lab, many people were frustrated by the amount of mess one family of geese could leave behind and some people were frightened by the wild geese when they encountered them on walkways and near the entrances to their buildings.

Gray foxes are also common at the Livermore site. They often live in the crawl spaces under trailers and are frequently seen running out of culverts that cross under roads. Even when living in close



proximity to people, these animals are naturally shy of people and quickly run for cover when humans approach. Although this tiny elusive fox will avoid people whenever possible, foxes can become aggressive if trapped or threatened.

There are two simple things we can do as Lab employees to reduce the number of problem wildlife/human encounters at the Lab:

- enjoy our wildlife from a distance



MICHAEL VAN HATTEM

California ground squirrels (*Spermophilus beecheyi*) above, are common in the north and west buffer zones of the Laboratory. A family of Canada geese (*Branta Canadensis*), right, often roamed near the old central cafeteria last spring.



LISA PATERSON

AWARD

Continued from page 1

Consortium (FLC).

The FLC is a nationwide network of more than 600 national laboratories from 16 federal agencies that recognizes outstanding work in transferring technology from the labs to the public and private sectors.

In late 2002, the U.S. Department of Energy's National Nuclear Security Administration identified an urgent national need for a portable, easy-to-use radiation detector that could accurately screen for dangerous radioisotopes in luggage or shipping containers and report its results on-the-spot.

Just such a detector, called RadScout, had been built and demonstrated at the Laboratory, but it was not yet available as a commercial product that could be used by security and emergency response workers.

RadScout project managers and business development experts from the Lab's Industrial Partnerships and Commercialization (IPAC) office went to work to find a company that could quickly move LLNL's technology to the marketplace. By the end of 2002, the Lab had completed negotiations with ORTEC Products of Oak Ridge, Tenn., to develop RadScout into a commercial product.

ORTEC, a world leader in manufacturing radiation detectors with prior experience working with LLNL, was "eager to make it happen," said Ray Pierce of the Lab's Defense and Nuclear Technologies Program. With a product line that includes more than 1,600 products, ORTEC "brought a lot to the table," Pierce said. "They didn't want to just buy (the technology) from us and make the detector — they wanted to add their strengths and make it even better."

The RadScout licensing agreements included several unusual features that helped ORTEC meet an accelerated deadline for commercializing the technology. Instead of providing only basic patent descriptions, the

Laboratory supplied ORTEC with engineering drawings and detailed specifications for RadScout, as well as the computer software that allows the detector to distinguish among different types of radioisotopes with much greater accuracy than traditional radiation detectors.

For its part, the company agreed to quality performance specifications that would ensure the detector would meet the government's homeland security requirements. The agreements gave the company flexibility to improve the design if it could.

The agreements were formally signed last spring, and the first commercial version of RadScout, called Detective, was available for sale within a few months. Detective EX, not yet available for purchase, will have additional features.

The RadScout technology is unique not only because of its high level of accuracy in distinguishing between harmless and potentially dangerous radioactive materials — to a confidence factor of 99 percent — but also because of its high portability and ease of use. Its software includes data interpretation, so operators don't need formal training in spectroscopy. The 25-pound unit includes a battery-operated cooling unit that can operate for several hours before being recharged and eliminates the need for liquid nitrogen cooling of the detector's germanium crystal sensor. It can even operate from a car battery using a cigarette lighter adapter.

LLNL physicist Mark Rowland, the RadScout project leader, described the detector's development as a "tour de force of integrating incompatible stuff" to produce a working technology. It was created by what Rowland called a "large mixed bag of diverse skills" — a team of electrical and mechanical engineers, physicists, vacuum specialists, and prototype manufacturers from the Lab's Mechanical Engineering, Electrical Engineering, Defense and Nuclear Technologies, and Nonproliferation, Arms Control, and International Security divisions. Michael Dunning of B Division was the technical program manager, and Catherine Elizondo, assisted by

Alicera Aubel, was the IPAC business development executive who handled the licensing negotiations with ORTEC.

Rowland said a major factor in the success of the RadScout project was funding stability. "It's important that the people doing the work don't have an oscillating budget," he said. "That's where management really added value in creating a productive work environment."



Newsline
UC-LLNL
PO Box 808, L-797
Livermore, CA 94551-0808